

2016-2017 BUDGET QUESTION

Response to Request for Information

DEPARTMENT: Human Resources

REQUEST NO.: 11

REQUESTED BY: Zimmerman

DATE REQUESTED: 5/11/16

DATE POSTED: 6/6/16

REQUEST: Please provide data detailing to what extent comparison cities referenced in the Wages and Benefits presentation on slide #10 to Council on May 4, 2016, incorporate a performance based component to their respective wage increases.

RESPONSE:

The comparison cities referenced in the Wages and Benefits Presentation Slide #10 included 14 municipalities, 2 counties and one school district. Below is information regarding the performance based component to their proposed wage increases for FY 2016-17.

The following benchmarked municipalities include performance based pay as a component of the employee compensation:

City of Fort Worth

- 4% is budgeted
- Performance based pay increases range from 0% - 7% based on performance ratings and current pay relative to the midpoint of the salary range of the position.

City of San Antonio

- Performance based pay is only for professional, managerial, and executive employees; increases range from 0% to 5%, budgeted at 3%.

City of Irving

- 2.5% is budgeted
- Performance based pay is up to 3.5%, based on performance ratings.

City of Lewisville

- The budgeted amount and the amount of a performance based pay increase have not been determined; the intent is that the amount of a performance based pay increase would be the same for all employees who, at a minimum, meet performance expectations.

City of Richardson

- Performance based pay increases range from 0% - 5%
 - The supervisor determines the amount of the increase
 - The maximum amount of the increase is limited to the maximum of a pay range

2016-2017 BUDGET QUESTION
Response to Request for Information

The following benchmarked entities are not including performance based pay as a component of this year's employee compensation. Their proposed salary increase is listed below.

City of Arlington	At least 3%
City of Corpus Christi	2.5%
City of Dallas	At least 3%
City of El Paso	2.0% - 2.5%
City of Garland	At least 3%
City of Grand Prairie	At least 3%
City of Houston	0.3% - 3.8%
City of Kyle	At least 3%
City of Plano	At least 3%
Travis County	3%
Ector County	At least 3%
AISD	3%